

CHANCELLOR'S ADVISORY COMMITTEE ON THE STATUS OF WOMEN

ANNUAL REPORT

PREPARED BY  
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AUGUST 25, 1997

The academic year 1996-97 has been a busy and challenging one for CSW, as we participated in Chancellor Dyne's review of the affirmative action committees and policies at UCSD. Since a substantial report on our activities was submitted in June 1997, this report will be brief and directed primarily to an explanation of subcommittee activities. A budget request is enclosed and explained also.

From January to June 1997, CSW, its co-chairs and committee members generally, were involved in a process of self-review, pursuant to Chancellor Dynes' request. Confident of our value to the community in advancing gender equity and opportunities for campus women, we nonetheless expressed our frustration and reservations about discrete aspects of our affirmative action committee structure. All of this is explained at length in the report submitted to Chancellor Dynes.

This year we also carried out our usual annual activities: hosting the Chancellor's reception for new women faculty; running the women in science program; and organizing the Daycare Expo (under the Quality of Life Subcommittee). In addition we acted as host to the system-wide CSW meeting which was held here at the Faculty Club in late June. Yvonne Reid-Hairston organized that activity, including arranging a speaker and coordinating travel and hotel arrangements for more than twenty people. We also arranged for a speaker from the local office of the Federal Office for Contracts and Compliance Policies to address the issue of the Regents Resolutions and Proposition 209 in light of federal Civil Rights La. We finished with a reception at the Women's Center hosted by its director, Nancy Levinger.

Throughout the year CSW and the Women's Center director worked to coordinate activities and to lay the basis of a productive future relationship. We co-sponsored speakers, including Senator Patricia Schroeder, we co-hosted receptions, and we collaborated in identifying issues of concern for women on campus.

In large measure as a result of the report to the Chancellor's Commission on Diversity, CSW was not able to pursue its main goal of the year: to investigate and compile data on the gender pattern of appointment of faculty to key committees (ad-hocs, CAP, Committee on Committee). Along with pay equity, about which Chancellor Dynes has indicated interest, this issue of access to power remains a key consideration in our monitoring of gender equity in faculty affairs.

For staff the key issues remains HRMI, and especially its effect on the base-building salary for women staff in the lowest job categories, as well as increasing access to staff education to enhance job mobility opportunities. All of these issues are discussed at more length in the CSW report to the Commission on Diversity.

Attached please find also the "Summary of Request for Funds" and the reports of individual Subcommittees.

## SUMMARY OF REQUEST FOR FUNDS

ASSOCIATION: Chancellors Committee On The Status Of Women(CSW) FY 97/98

**1. OPERATING COSTS** (includes only those related directly to general membership meeting, **not** program activities).

	<u>July/Dec</u>	<u>Jan/June</u>
a. Office supplies	\$ 50.00	\$ 50.00
b. Photocopying or duplicating	\$ 187.50	\$ 187.50
c. Addressing services/Postage	\$ 10.00	\$ 10.00
d. Student Worker 191.70 x 10 mos.	\$ 958.50	\$ 958.50
e. Subscriptions/Membership(Fac. Club)	\$ 84.00	\$ 84.00
f. Parking permits for speakers		
g. Other (Describe)Catering	<u>\$ 250.00</u>	<u>\$ 250.00</u>

**TOTAL OPERATING COST REQUEST:** \$1490.00\*\* \$1490.00

**2. WEB PAGE COSTS**

a. Setting Cost	
b. Up-keep/Monitoring Services	<u>Student Worker</u>
c. Server	

**TOTAL WEB PAGE COSTS** 0

**3. PROGRAM COSTS**

Title:	
Request # 1	<u>Related Costs</u> <u>\$3,230.00</u>
# 2	<u>\$1,200.00</u>
# 3	<u>\$ 250.00**</u>
# 4	<u>\$2,000.00**</u>
# 5	<u>\$1,000.00**</u>

**TOTAL PROGRAM COSTS** \$7,680.00

**TOTAL AMOUNT FOR July to Dec.** \$4,740.00\*\*  
**TOTAL AMOUNT FOR Jan. June** \$5,920.00

**REQUEST FOR FUNDS GRAND TOTAL** \$10,660.00

### Request For Funding

Association: Chancellors Committee On The Status Of Women FY: 1997/98

1. Subcommittee: Quality of Life Request # 1

**DESCRIPTION:**

Provide UCSD community with programming on a number of topics to include parenting, career development, and balancing career and family issues. The Quality of Life subcommittee will continue to provide the UCSD community with the Daycare and Summer Options Expo held every year in the month of April. A resource guide with updated information will be published with daycare and summer option in the San Diego area. In addition, CSW are planning to co-sponsor a number of events with FSAP, Women's Caucus, and GSA that will encompass various topics.

**DATE OF EVENTS:** Feb. 98, Apr. 98, June 98

2. **BENEFITS FOR UCSD**

The Quality of Life subcommittee has met to address the concerns of working women at UCSD. On the basis of a past Childcare Needs Assessment survey and Quality of Life survey, this subcommittee ascertained that focusing workshops on these areas would meet the needs on many women on campus, based on the results of the surveys. In conjunction with the Women's Center and Cross Cultural Center, it has been and will continue to be valuable to the Chancellors Committee on the Status of Women to provide workshops to women at UCSD that directly correspond to their needs.

3. **SPEAKER/PRESENTERS** (include qualifications):

A number of speakers will be invited to give noon time presentations on parenting and childcare issues (child CPR, redirecting children's behavior, parenting, etc.); Career fitness issues; Balancing Career & Family issue; and Personal Safety issues. In addition, many providers and vendors from the San Diego community will be invited to participate in the Annual Daycare and Summer Option Expo.

4. **BUDGET:**

a.	Advertising (duplicating & mailing)	<u>\$ 300.00</u>
b.	Audio visual equipment	<u>\$ 100.00</u>
c.	Facility rental fee	<u>\$ 0.00</u>
d.	Handouts/Printing Costs	<u>\$ 300.00</u>
e.	Light Refreshments	<u>\$1,500.00</u>
f.	Speaker Fee/Honorarium	<u>\$1,000.00</u>
g.	Travel	<u>\$ 0.00</u>
h.	Parking	<u>\$ 30.00</u>

**TOTAL PROGRAM OR EVENT REQUEST** \$3,230.00

5. **OTHER SOURCES OF FUNDING** (cost sharing by members, fundraising membership dues).  
Joint sponsorship of activities with other associations is strongly recommended.

The UCSD Women's Center, Cross Cultural Center and Human Resources

## Request For Funding of

Association: Chancellor Committee On The Status Of Women      FY: 1997/98

1. Subcommittee: Women In Science & Engineering (WISE) Request # 2

**DESCRIPTION:**

The CSW/WISE subcommittee will continue to sponsor several events targeting issues of concern for women in science and engineering. CSW/WISE sponsors a number of functions each year, (brown bag lunches, beach barbecues, lectures, and receptions) designed to encourage campus networking between women faculty, postdocs and graduate students from School of Medicine, the Medical Center, Scripps, and the School of Engineering.

From the education reform movement of the 1960's and 1970's, which focused on equal educational opportunity for excluded groups, we already have learned a great deal about what works to improve the developmental and educational outcomes for students of color, low income and female students. CSW/WISE programs are designed to focus on addressing these barriers and to provide a forum, that articulate perspectives not otherwise represented on campus for WISE.

**DATE OF EVENTS:**      Jan.98, Mar. 98, May 98, June 98, July 98

2. **BENEFITS FOR WOMEN IN SCIENCE & ENGINEERING**

As stated in CSW year end report of 1996, "Women at UCSD are underrepresented in the fields of science." It is especially true at the postdoctoral and faculty levels. The committee has also determined that women in science tend to feel isolated because of this low representation. In the past years the committee on WISE has identified a series of specific issues of concern for female faculty, postdocs and graduate students, with the goal of organizing a series of meetings that would address these issues, and serve as a vehicle to get women in science together to discuss common problems and possible solutions.

The additional benefits would be identifying mentors, role models and self-empowerment. "Which would in turn allow the women to develop effective career plans and intervention strategies to achieve their goals."

3. **SPEAKER/INSTRUCTION (include qualifications):**

Speakers will be chosen among the UC's faculty and researchers. WISE have identified programs such as: Gender harassment in male-oriented environments; Changing the "Chilly Climate" for women; History of Science; History of Women at SIO and speaker such as, Sheila Tobias, Sandra Harding (UCLA), Gina Sosinsky, Laura Smart and Jackie Parthmore.

**Page II. WISE****4. BUDGET:**

a.	Advertising (duplicating & mailing)(362x.10) \$36.2x4	<u>\$ 145.00</u>
b.	Audio visual equipment	<u>\$ 75.00</u>
c.	Facility rental fee	<u>\$ 100.00</u>
d.	Handouts/materials	<u>\$ 150.00</u>
e.	Light refreshments 1	<u>\$ 500.00</u>
f.	Lodging	<u>\$ 0.00</u>
g.	Speaker Fee/Honorarium	<u>\$ 200.00</u>
h.	Travel/Parking	<u>\$ 30.00</u>

***TOTAL PROGRAM OR EVENT REQUEST*** **\$ 1,200.00**

- 5. OTHER SOURCES OF FUNDING** (cost sharing by members, fundraising membership dues).  
Joint sponsorship of activities with other associations is strongly recommended.

Jointly sponsored with the UCSD Women's Center. Eventually we hope that the Women's Center will take over sponsorship of these events.

## Request For Funding

**Association: Chancellors Committee On The Status Of Women(CSW) FY: 1997/98**

1. Subcommittee: Quality of Student Life Request # 3

**DESCRIPTION:**

This committee will identify and analyze problems regarding the status of women students on the UCSD campus.

**DATE OF EVENTS:** Oct 97, Jan.98, May 98

2. **BENEFITS FOR UCSD**

3. **SPEAKER/PRESENTERS** (include qualifications):

Speakers will be chosen among the UCSD's faculty, staff, graduates and administrators.

4. **BUDGET:**

a.	Advertising (duplicating)	\$ 100.00
b.	Audio visual equipment	\$ 0.00
c.	Facility rental fee	\$ 0.00
d.	Addressing services	\$ 30.00
e.	Light Refreshments	\$ 75.00
f.	Speaker Fee/Honorarium	\$ 0.00
g.	Travel	\$ 0.00
h.	Parking	\$ 00.00

**TOTAL PROGRAM OR EVENT REQUEST** \$ 205.00\*\*

5. **OTHER SOURCES OF FUNDING** (cost sharing by members, fundraising membership dues).  
Joint sponsorship of activities with other associations is strongly recommended.

AS, SAAC/HR, and Vice Chancellor Student Affairs



## Request For Funding

**Association:** Chancellors Committee On The Status Of Women(CSW) FY: 1997/98

1. **Event:** Women Faculty Reception Request # 4

**DESCRIPTION:**

**DATE OF EVENTS:** December 4, 1997

2. **BENEFITS FOR UCSD**

It is essential for women faculty This annual Reception for women faculty Networking Reception,

3. **SPEAKER/PRESENTERS (include qualifications):**

This reception will be held at the UCSD Faculty Club, invited are key administrators and department chairs to share a few words of welcome, congratulations, and support.

4. **BUDGET:**

a.	Advertising (duplicating & mailing)	<u>\$ 200.00</u>
b.	Audio visual equipment	<u>\$ 100.00</u>
c.	Facility rental fee	<u>\$ 0.00</u>
d.	Handouts/Printing Costs	<u>\$ 180.00</u>
e.	Light Refreshments	<u>\$1,500.00</u>
f.	Speaker Fee/Honorarium	<u>\$ 0.00</u>
g.	Travel	<u>\$ 0.00</u>
h.	Parking	<u>\$ 20.00</u>

**TOTAL PROGRAM OR EVENT REQUEST** \$2,000.00\*\*

5. **OTHER SOURCES OF FUNDING** (cost sharing by members, fundraising membership dues).  
Joint sponsorship of activities with other associations is strongly recommended.

UCSD Women's Center

## Request For Funding

**Association: Chancellors Committee On The Status Of Women(CSW) FY: 1997/98**

1. Event: Staff Women Reception Request # 5

DESCRIPTION: This reception will be the first steps in embracing the roles that staff play, at UCSD.

DATE OF EVENTS: October, 97

2. **BENEFITS FOR UCSD**

Networking Reception,

3. **SPEAKER/PRESENTERS (include qualifications):**

This reception will be held in the Price Center Ballroom or Cross Cultural Center. The invitation list will consist of campus administrators, faculty, Staff Association Chairs, department directions.

4. **BUDGET:**

a.	Advertising (duplicating)	<u>\$ 200.00</u>
b.	Audio visual equipment	<u>\$ 100.00</u>
c.	Facility rental fee	<u>\$ 0.00</u>
d.	Addressing services	<u>\$ 70.00</u>
e.	Light Refreshments	<u>\$1,600.00</u>
f.	Speaker Fee/Honorarium	<u>\$ 0.00</u>
g.	Travel	<u>\$ 0.00</u>
h.	Parking	<u>\$ 30.00</u>

**TOTAL PROGRAM OR EVENT REQUEST** \$1,000.00\*\*  
 CSW have carried forward \$1,000 for this event from the 96/97 funds.

5. **OTHER SOURCES OF FUNDING** (cost sharing by members, fundraising membership dues).  
 Joint sponsorship of activities with other associations is strongly recommended.

UCSD Women's Center, Human Resources and Staff Associations